

African National Congress

**NATIONAL EXECUTIVE
COMMITTEE
MEETING**

DOCUMENTS :
Volume Two

15 December 1993

SPECIAL CONFERENCE OF MK
HELD AT MGWENYA COLLEGE OF
EDUCATION
IN KANYAMAZANE
FROM 3-4 SEPTEMBER 1993

THE FOLLOWING COMMISSIONS WERE
HELD:

1. WELFARE
2. VIOLENCE AND NATIONAL
PEACEKEEPING FORCE
3. RESTRUCTURING
4. INTEGRATION

THE RESOLUTIONS FROM THESE
COMMISSIONS ARE AS FOLLOWS:

Resolution on WELFARE

This conference, recognising the serious resettlement and integration problems faced by thousands of returning exiles and MK cadres in terms of both psychological stress and disability as well as unemployment, homelessness and destitution;

While recognising that social welfare should rest on the shoulders of the state,

and noting that R10 million has been pledged to MK by the ANC.

Hereby resolves to utilise this money for the benefit of MK's most destitute members.

and agrees

- 1) that this money be distributed proportionately to the regions;
- 2) that we need to set up a national structure which will have representation from regional command structures and the offices of the President and Treasurer General;
- 3) that this structure should be convened by the Army Commissar within two weeks;
- 4) that the tasks of this committee include:
 - (i) Skills assessment and upgrading;
 - (ii) Teaching of useful business proceedings; †
 - (iii) Taking responsibility for children and of dependents of fallen MK combatants and the disabled;
- 5) that the MHQ should take the responsibility for establishing, within a month, an MK Fund to which employed MK members can also contribute.
- 6) that affirmative action be applied in all welfare spheres.
- 7) (a) that the families of fallen comrades be speedily informed about their fate;
(b) that the families be visited and each issued with a certificate of citation signed by the president.

This conference, representing 14 Regional MK Commands and cadres, calls on the ANC to standardise the conditions of employment of MK Cadres.

Resolution on VIOLENCE AND A NATIONAL PEACE-KEEPING FORCE (NPKF)

a. On Violence and SDUs/Self-Protection Units (SPUs)

Conference notes the escalation of violence against our people and the fact that despite repeated resolutions of various ANC and MK Conferences (including the ANC's 48th and Venda Conferences) the crucial issue of self defence has generally been left to spontaneous, haphazard and unco-ordinated initiatives of our beleaguered communities.

We further note that despite problems and imperfections, the self-defence units (SDUs) have been the only line of people's defence. Where they have been utilised for criminal, factional or covert state activities this has resulted from our own failure to perform the necessary role in their creation and supervision.

We therefore resolve:

1. all avenues of achieving peace within the communities must be strengthened by a multi-pronged political and defence strategy, including initiatives and provisos contained in the National Peace Accord (NPA), peace monitoring and peace talks, particularly between communities and hostel dwellers, and also including negotiations with the security forces and all parties to the various conflicts;
2. to utilise the NPA's proviso recognising people's right to establish self-protection units (SPUs);
3. as far as possible and feasible the SDUs to strive to become community-based structures;
4. a) An MK cadre be employed on a full-time basis in every region to supervise the creation and functioning of the SDUs;
b) Additional MK cadres be employed on the full-time basis to work with SDUs in all major flash-point areas;
5. The ANC be reminded to accept full responsibility for cadres arrested and/or detained in the course of their activity in defence of the people as per decision of the 48th National Conference, and further to persist with their defence if they are jailed for

their activities;

6. Finally, on the role of the peace corps, we see no problem relating the SDUs to the defence capacity of a peace corps programme if the proposed peace corps envisages community self protection.

b. On a NATIONAL PEACE-KEEPING FORCE (NPKF).

The conference, having noted the importance of the "levelling of the political playing field," sees the creation of a NPKF as imperative if the democratisation process is to succeed. The conference resolves that MK be an integral part of the NPKF and that MHQ facilitates this process immediately.

The conference resolves:

1. The TEC Sub-Council on Defence shall budget for and be allocated the necessary resources to establish and maintain a National Peace-keeping Force (NPKF) which shall be comprised of elements of all military formations and police forces which fall under the authority and/or control of the participants of the TEC and which wish to contribute to such a force.
2. The TEC sub-council shall for these purposes establish a NPKF Joint Command Centre comprised of representatives of all the military formations and police forces whose members are participants in the NPKF.
3. The sub-council in consultation with the Joint Command Centre shall:
 - 3.1 establish and see to the training of a unit of NPKF instructors who may be drawn from the participating military formations and police forces but shall also include international experts;
 - 3.2 establish criteria for the recruitment, training and selection of NPKF members provided that the NPKF shall comprise representatives of all military formations and police forces;
 - 3.3. establish the command structure of the NPKF and appoint, and if it so decides, dismiss, the commander and other senior officers of the NPKF, who shall account to the Sub-Council through the Joint Command Centre;
 - 3.4. prescribe the jurisdiction of, and the circumstances for the deployment of the NPKF save that the NPKF shall at least have the jurisdiction to perform peacekeeping duties at any occasion relating to the elections and in any area where public violence has occurred or may occur.
 - 3.5. make regulations governing the authority, control

over and interaction with any other armed force deployed in peacekeeping operation or in the same area as the NPKF, save that the NPKF and any other such force shall also be subject to regulations issued by the Independent Electoral Commission.

4. The South African Defence Force shall be responsible for supplying the NPKF with the necessary and agreed upon uniforms, transport, accommodation, equipment, and other logistical support in accordance with the procedures and directions as decided upon by the Sub-Council on Defence in consultation with the Joint Command Centre, save that the NPKF shall have its own distinctive uniform, vehicles and other insignia.
5. Comrades eligible for recruitment into the NPKF should include MK cadres and new recruits.
6. ANC comrades within the NPKF shall not lose their ANC membership but shall be guided by the Code of Conduct of NPKF.
7. The Personnel Department and Chief of Staff of MK should compile a database with the details of all MK cadres who could be included in the NPKF.
8. The international community should participate in all levels of NPKF command.
9. The Internal Stability Unit should be disbanded.
10. The SADF should be confined to barracks, while the SAP's task should be confined to fighting crime.

Resolution on RESTRUCTURING.

1. The Conference endorsed the Venda Conference Resolution on the formation of a military council and urges its speedy implementation.

This military council should consist of the following:

- a) The President
- b) MK Representatives from the Regions
- c) Heads of MHQ Departments
- d) Representatives of departments like the International Department, NAT and Treasury
- e) Possibly other veterans of the armed struggle

The conference also resolved:

- a) that MHQ should be restructured to make it more streamlined, efficient and structurally similar

to conventional armies.

- b) Criteria for staffing should include military skills, training and experience.

2. The Venda Resolution on affirmative action was re-affirmed. Women must be incorporated into all structures.

The conference further resolved:

MHQ should establish a Gender Unit whose task will be to:

- a) promote gender consciousness and sensitivity in MK and in transitional structures.
- b) guide on issues of the role and place of women in the armies as part of "de-masculising" the army.
- c) monitor and recommend disciplinary action for physical, sexual and psychological abuse of women.

3. Comrades with military skills who are not integrated into a new defence force can be used in militia-type or citizen force structures.
4. Names of comrades who were wrongfully detained in the camps must be cleared, so that the membership knows they are true comrades. Regions must identify these people and submit their names to relevant structures for this purpose, with the consent of the comrades concerned.
5. For the purpose of strengthening regional and zonal MK structures, operation funds must be made available. This money should be increased and distributed in proportion to the strength of the regions.
6. All regions must be provided with transport. Vehicles must be in good condition. All old vehicles currently in use must be replaced.

Resolution on INTEGRATION.

Conference endorsed the resolution of the Venda Conference. It had no problems with the way MHQ is handling the negotiation process but felt MHQ should regularly brief regional command structures and personnel about developments.

On the question of integration, the conference resolved:

1. That because many countries are not in a position to upgrade women MK cadres, affirmative action should be implemented.
2. Ranking must take place as soon as possible, taking into consideration training, experience and years of service.
3. December 16 be marked in a special way this year since it

will be the last time we mark it as MK. All fallen heroes are to be honoured.

4. The military industrial complex needs to be scrutinised. The future government has to see whether it suits the needs of the future democratic society.
5. Foreigners in the armed forces are to be removed. Only South African citizens will be eligible for the new defence force. All foreigners should be repatriated to their countries of origin. All these with CCB and other "dirty tricks" structures connections should not be allowed to sign up.
6. The National Peacekeeping Force (NPKF) should be totally controlled and serviced by the TEC.
7. Young members holding key positions within MHQ should be sent for upgrading as a future investment.
8. MHQ should compile an historical account of MK and publicise it in the mobilisation for elections.
9. ANC negotiators should ensure total security for MK Members when they get to the assembly points and also ensure remuneration for the soldiers at assembly points.
10. All MK cadres who laid down their lives for the struggle should be reburied with dignity and those buried outside South Africa should be exhumed and be brought home to be reburied.
11. An MK publicity section should be set up.
12. On the question of demobilisation, the conference resolved that this should be based on the disabilities of the cadres, ill-health, and the willingness of individual MK cadres to serve in the new army. Those opting for demobilisation will get their packages from the government of the day.

General resolutions

1. This conference, acknowledging our total support and loyalty to the ANC leadership and the negotiation process; and noting
 - i) that there are forces intent on derailing and sabotaging the negotiation process
 - ii) the increase in "war talk" and violencefurther resolves
 - i) to urge our leadership and negotiators to ensure that the negotiation process is speeded up.

ii) to remain vigilant and combat ready.

2. The conference thanks the administration, staff and students of Mgwenya College for all assistance and services rendered to make our conference the success it has been.

Addendum

PRESS STATEMENT.

MK NATIONAL CONFERENCE

3 - 4 SEPTEMBER 1993

VENUE: KANYAMAZANE

This National Conference of MK comes at a very critical point in the history of South Africa.

This period of transition has precipitated a need for MK to reassess the state of its organisation and through this process to chart the way forward.

This period has been characterised by many diverse issues -- all of which have affected MK in one way or another. We have identified the following three key elements as being the most pertinent:

1. The welfare of the soldiers of Umkhonto we Sizwe.
2. The preparations for the joint control of security forces during the period of the Transitional Executive Council (TEC).
3. Undertaking the necessary preparations for the integration of armed struggle into the new national defence force.

This conference is of particular importance in that this may possibly be the last opportunity MK will have to discuss these issues at a national level.

It is the strong tradition of commitment and dedication to the liberation of our country that allows us to acknowledge the problems we face. The issue of welfare is a pertinent one among those. We have engaged in a process of constructive criticism and have agreed on a process to address the issues that affect our army.

The conference has also discussed and agreed on the structures and mechanisms to implement the discussions of the conference.

We believe we have emerged stronger and with a more definite perspective on the immediate and future role of MK.

We are confident MK will play a significant role in the process of levelling the political playing field. We are committed to the

establishment of the National Peacekeeping Force (NPKF).

The ANC has also established a National Fund for MK which we are pleased to announce was launched with a sum of R10 million raised by President Mandela. We hope this fund will assist us in securing the wellbeing of our soldiers.

Finally, this conference has reiterated its unequivocal support for the democratisation process and the ANC'S participation in the negotiation process.

Ends

AFRICAN NATIONAL CONGRESS
NATIONAL EXECUTIVE COMMITTEE
15 DECEMBER 1993

REPORT OF THE NATIONAL WORKING COMMITTEE
(August 1993 - December 1993)

NOTE : Most of the meetings of the National Working Committee in the period under review were once again dominated by issues relating to constitutional negotiations. This report will not cover these items. It will deal with only the most important of other items handled by the NWC and the Officials in this period.

REGIONS :

1.1 Western Transvaal :

The last meeting of the NEC ratified the establishment of a caretaker committee in this region to prepare for a regional conference and instructed the NWC to remain seized with the matter. The regional conference was held on 27 - 28 November 1993 at which a Regional Executive Committee was duly elected. The caretaker committee had been given permission to hold the conference after the submission of a progress report on the situation in the region to the Office of the Secretary General.

Decision Required : NO DECISION REQUIRED

1.2 Transkei :

The last meeting of the NEC instructed the NWC to reinforce this region with experienced personnel and to work with the REC in preparation for the regional conference. Comrade Max Mlonyeni was released from his post in Zimbabwe and sent to the region on the instruction of the officials to strengthen the organising capacity of the region. The region was also visited twice, for a week at a time, by the Deputy Secretary General, during the period under review.

When it became clear that preparations for conference were faring very badly, two comrades from the Organising Department and the Office of the Secretary General were dispatched to the region in late November to assist in preparations for the conference. This assisted in preparing the region for a conference which was held from 10 - 12 December 1993. A new regional executive committee was elected.

Decision Required : NO DECISION REQUIRED

Northern Natal :

Pursuant to the decision of the last NEC, the NWC set up a Commission of Enquiry following allegations of a serious nature relating to this region. The Commission, which is headed by Comrade Zola Skweyiya, is continuing with its work. The first issue under investigation was sparked off by allegations of irregularity in the elections at the regional conference in November. The commission completed this aspect of its work and reported the outcome of the commission and the decision of the NWC to a special regional conference on 12 December 1993.

The decision of the NWC was that, whilst some irregularities had taken place, these were not of such a nature that the elections themselves were null and void. Meanwhile, the commission continues with the broader aspect of its work, investigating allegations of internal conflicts in the region.

Decision Required : NO DECISION REQUIRED

Regional Conferences :

All 14 regions have now held their regional conferences for the year. A fuller report on the State of Organisation in the regions will be presented to the NEC early in January 1994. For the purposes of this meeting, and for the information of NEC members, a brief factual report of the AGM's with lists of new REC members is attached hereto. See Annexure 1.

Decision Required : NO DECISION REQUIRED

2. ORGANISATIONAL MATTERS :

2.1 Code of Conduct :

Due to constraints of time, the NWC has not yet dealt with the Code of Conduct. It is recommended that this NEC considers and adopts a Code of Conduct forthwith. See *Annexure 2*. A proposal for implementing such a Code of Conduct is also attached to the same annexure, as per NWC decision.

Decision Required : This NEC Considers and Adopts the Code of Conduct.

2.2 Disciplinary Committee :

This committee was set up by the NWC to deal with all allegations of misconduct by members of the NEC and is continuing with its work. A report is awaited.

Decision Required : NO DECISION REQUIRED

2.3 President's Schedule :

The NWC assessed the demands placed on the President by his present schedule. It was agreed these demands were too heavy and that urgent action was required. To this end, the NWC set up a sub-committee comprising the Deputy President, Secretary General, Deputy Secretary General, Alfred Nzo, Barbara Masekela and Popo Molefe to urgently reconsider and reduce the President's programme.

Decision Required: The NEC endorses the decision of the NWC and directs the sub-committee to complete its work

LEAGUES :

Women's League National Conference :

This conference took place in Durban from 5 - 9 December 1993. The results of this conference were that Comrade Winnie Mandela was elected to the position of President of the League, Thandi Modise to Deputy President, Nosiviwe Maphisa to Secretary General and Adelaide Tambo to Treasurer. A full report of conference is awaited from the Women's League.

Decision Required : NO DECISION REQUIRED.

Youth League National Conference :

Due to financial and other considerations, this conference has been postponed to 14 - 17 January 1994.

Decision Required : NO DECISION REQUIRED

ADMINISTRATIVE MATTERS :

Salary Adjustments :

In November 1993, the Officials decided to complete the process of grading of all staff employed by the organisation, begun in December 1992. You will recall that whilst staff were graded in 1992, they were granted only 50% of the increase due to them in terms of the grading process, due to financial constraints. All staff have now been graded, and granted the full salary due to them in terms of this grading process. In addition, the organisation granted a 15% across-the-board annual increase backdated to June 1993, and an annual bonus for staff in the form of 13th cheque.

Decision Required : NEC Ratifies this decision

4.2 Motor Vehicle Scheme :

The NWC has adopted the attached Motor Vehicle Scheme. See *Annexure 3*. The SGO is currently preparing an implementation proposal for the consideration of the NWC. It is envisaged that the adopted scheme will become operational by the end of January 1994.

Decision Required : NEC ratifies this decision

4.5 Retrenchment Procedures :

The NWC has adopted the attached Retrenchment Procedures which will now form part and parcel of ANC Employment Conditions. See *Annexure 4*.

Decision required : NEC ratifies this decision

4.6 Skills Audit :

The processing of the skills audit forms completed by staff and members of the NWC is well on its way.. It is envisaged that a data base will be available to the organisation in mid-January, containing the information supplied on the forms filled in by staff members and members of the NEC. It is hoped this will assist in decisions about the deployment and training of all those who handed in completed forms. It should be noted that many comrades in regions and many NWC members have still not completed forms and thus run the risk of being excluded from the process.

Decision Required : NO DECISION REQUIRED

5. SANCTIONS :

This matter came up for discussion on the eve of the President's trip to the United States to address, amongst others, the United Nations General Assembly. His trip also coincided with the annual general meetings of the IMF and World Bank.

It was agreed by the NWC that the President would announce the lifting of sanctions in his address to the General Assembly. Despite the fact that the multi-party negotiations forum plenary session had not yet adopted a final package, it was agreed the passing of the TEC Bill in

Parliament and agreement on an election date, had created enormous expectation in the international community and this was not an opportunity to be missed.

It was agreed the President's address (See *Annexure 5*) would make it clear that lifting of sanctions did not mean the SA regime would be resuming its place in the international community and would strive to alert the world to the challenges and obstacles still ahead in the transition to democracy.

It was further agreed that the nuclear and arms embargo would remain. It was agreed the oil embargo would be discussed with the UN special committee on this matter.

Decision Required : The NEC ratifies this decision

ALLIANCES :

ANC-Black Business Summit :

A major summit between the ANC and Black Business took place from 29 - 31 October in the Kruger National Park. Over 200 individuals from 94 organisations attended this summit, which forms part of the organisation's programme of building broader alliances. The summit also took place against the backdrop of constant criticism from black business circles that they were being ignored by the ANC. A full report of the summit is awaited.

Decision Required : The NEC endorses this initiative.

OTHER NEGOTIATIONS :

Housing Negotiations :

The NWC endorsed the agreement between the Housing Forum and the Department of National Housing (See *Annexure 6*) and accepted Comrade Billy Cobbett as ANC representative to the National Housing Board.

Decision Required : The NEC endorses this agreement

7.2 Political Prisoners/Amnesty :

This matter arose in the context of renewed discussion in the NWC on the issue of amnesty, which the regime had once again insisted should be resolved before finalising of the interim constitution and the establishment of the TEC. The NWC re-iterated the NEC position on amnesty. It was agreed that the interim constitution could contain an enabling clause stating that legislation on amnesty could follow. This would however in no way prevent the establishment of a Truth Commission as per NEC decision. Consultation on this approach to the matter took place with major religious bodies and human rights organisations and was well-received.

Decision Required : NEC endorses this decision

8. PREPARING TO GOVERN :

8.1 Parliamentary Unit :

The NWC endorsed the establishment of a Parliamentary Unit under the leadership of Comrade Zola Skweyiya to prepare for our entry into parliament. The unit consists of Sindiso Mfenyana, Giles Mulholland, Jannie Momberg, Dave Dalling, Bulelani Ngcuka and others. The report of this unit and its recommendations will be dealt with in the section of the agenda dealing with transitional arrangements.

Decision Required : NO DECISION REQUIRED

NWC
Annexure One:
Report On AGM's

**NATIONAL EXECUTIVE
COMMITTEE MEETING
15TH DECEMBER 1993
PRELIMINARY REPORT:
REGIONAL
CONFERENCES**

1993

BORDER REGION
(3rd AGM - 2nd - 3rd October 1993)

REGIONAL OFFICIALS

Smuts Ngonyama -	Chairperson
Andrew Hendricks	Deputy Chairperson
Sindisile Mclean	Regional Secretary
Lydia Bici	Deputy Secretary
L M Fani	Regional Treasurer

ADDITIONAL MEMBERS

Joe Jongolo
Sam Kwelita
Bandile Sizani
Alfred Metele
Khaya Mabece
Joel Ngalo
Vuyiswa Tyobeka
Sigabi Mafuza
Thembi Kinana
Mluleki George
Hasson Mohammed
Dudu Ngcaba
Douglas Sparks

WESTERN CAPE
(3rd AGM - 26 -28th November 1993)

REGIONAL OFFICIALS

Allan Boesak	Chairperson
Vincent Diba	Deputy Chairperson
Merumo Kalako	Regional Secretary
Chris Nissen	Deputy Secretary
Ebrahim Rasoon	Treasurer

ADDITIONAL MEMBERS

Rashieda Abdullah
Jean Benjamin
Johny De Lange
Cameron Dugmore
Willie Hofmeyer
Johnie Issel
Rhoda Joemat
Zou Kota
Amos Lengisi
Salie Manie
Jannie Momberg
Hilda Ndude
Bulelani Ngcuka
Lizon Ngqungwana
Max Ozinsky
Mcebisi Skwatsha
Jan Van Eck
Melanie Verwoerd
Noel Williams
Tony Yengeni

EASTERN TRANSVAAL
(3rd AGM - 12 - 14th November 1993)

REGIONAL OFFICIALS

Mathew Phosa	Regional Chairperson
Jacques Modipane	Deputy Chairperson
January "Che" Masilela	Regional Secretary
Phillip Radebe	Deputy Secretary
Johannes "Ka" Shabangu	Treasurer

ADDITIONAL MEMBERS

Jackson Mthembu
JJ Mabena
Caig Padayachee
Busi Coleman
Mohamed Bhabha
Teddy Coleman
Tsietsi Tolo
Clyde Morgan
Martin Mchunu
Victor Windvoel
Solly Zwane
Caiphus Mashaba
Linda Mwale
Hussein Varachia
Okkie Peterson
Laxon Mathebula
Madala Masuku
Lassy Maduma
Paulos Mnisi
Dan Mculu

PWV REGION
(3rd AGM - 29th - 31st October 1993)

REGIONAL OFFICIALS

Tokyo Sexhwale
Mathole Motshega
Paul Mashatile
Obed Bapela
Cassim Saloojee

Regional Chairperson
Deputy Chairperson
Regional Secretary
Deputy Secretary
Treasurer

ADDITIONAL MEMBERS

Amos Masondo
Janet Love
Prof. Ismael Mohammed
Jessie Duarte
Steward Ngwenya
Dave Dalling
Joan Fubbs
Dr. Abe Nkomo
Aubrey Mokoena
Ben Turok
Ronnie Mamoepa
Mondli Gungubele
Carl Niehaus
Mary Metcalfe
Murphy Morobe
Robert McBride
Winnie Mandela
Strike Ralegoma
Oupa Monareng
Kgokgelo Lekgoro
Rapu Molekane

SOUTHERN NATAL
(3rd AGM - 26 - 28th November 1993)

REGIONAL OFFICIALS

Jeff Radebe	Regional Chairperson
Curnick Ndlovu	Deputy Chairperson
Sbusiso Ndebele	Regional Secretary
Mpho Scott	Deputy Regional Secretary
Albert Dlomo	Treasurer

ADDITIONAL MEMBERS

Bheki Cele
Nhlanhla Ngidi
Dr. Mike Sutcliffe
Dr. Nkosazana Zuma
Linda Zama
Felix Dlamini
Roy Ainslie
Mathews Meyiwa
Dmisanani Makhaye
Dr. Ian Phillips
AQ Manger
Eric Mtshali
Kwenza Mlaba
Dr. Siyabonga Cwele
Dr. Manto Tshabalala
Pravin Gordhan
Cyril Xaba
Archie Gumede
Mewa Ramgobin
Mandla Sithole

NORTHERN FREE STATE
(3rd AGM - 26 - 28th November 1993)

REGIONAL OFFICIALS

e Magashule
kolisi Dukwana
t Matosa
x Mayekiso
te Makgoe

Regional Chairperson
Deputy Chairperson
Regional Secretary
Deputy Secretary
Treasurer

ADDITIONAL MEMBERS

as Human
ohn Dix Modisenyane
olomo Lebona
uma Motsumi
usisiwe Malapane
like Atolo
like Segalo
teve Pule Phohlela
Modise Casalis Mokitlane
Masheshwane Lesley Kunene
Immanuel Matekana Mda
Lennox Rubulana
Webster Mfebe
Fezile Dabi
Aaron Mnguni

SOUTHERN FREE STATE
(3rd AGM - 26 - 28th November 1993)

REGIONAL OFFICIALS

Gregory Nthatisi
Zingile Dinga
Kaizer Sebothelo
Dirk du Toit
Thenge Moadira

Chairperson
Deputy Chairperson
regional Secretary
Deputy Secretary
Treasurer

ADDITIONAL MEMBERS

Tim Khumalo
Neels van Rooyen
Elzabe Combrink
Sekhopi Malebo
Ntshiki Mashimbye
Jan Botes
Playfair Morule
Solly Mdingi
Caleb Motshabi
Margaret Lesia
Senorita Ntlabathi
Ronnie Khoabane
Itumeleng Segalo
Bojosi Moadira
Godfrey Mokube
Jannie Mohapi
Angie Thibeletsa
Leon de Beer
Tsiki Maree

NORTHERN TRANSVAAL
(3rd AGM - 27 - 28th November 1993)

REGIONAL OFFICIALS

Moako Ramahlodi
M. Phaahla
M. Collins Chabane
M. Benny Boshielo
M. Stanley Mathabathe

Chairperson
Deputy Chairperson
Regional Secretary
Deputy Secretary
Treasurer

ADDITIONAL MEMBERS

M. Beth Nthai
M. Edgar Mushwane
M. Lawrence Phokanoka
M. John Phala
M. Norman Mashabane
M. Cassel Mathale
M. Koti Nyama
M. Louis Mnguni
M. Nelson Diale
M. Robert Malavi
M. Stan Motimole
M. Moss Motshega
M. Mari-Stela Mabitje
M. Themba Mavimbele
M. Dikeledi Magadzi

TRANSKEI
(3rd AGM - 10 - 12th December 1993)

REGIONAL OFFICIALS

Mlungisi Ndamase
Shabir Moosa
Mandla Magaqa
Nomhle Mahlawe
Nkosinathi Kuluta

Chairperson
Deputy Chairperson
Regional Secretary
Deputy Secretary
Treasurer

ADDITIONAL MEMBERS

Geoff Doidge
Mabone Duna
PS Fadane
James Kati
Marelane Kopman
Ntombile Mbude
Sonwabile Mancotywa
Mbulelo Makinyane
Max Mlonyeni
Mandisi Mapahlwa
Zama Mzamane
H Nayo
Silumko Ncume
Jeff Peires
Mzwandile Piliso
Jackson Poni
Mahlubandile Qwase
Chief Ntsikayezwe Sigcau
A Sikolo
F Xasa

NORTHERN CAPE
(3rd AGM - 9 - 11th July 1993)

REGIONAL OFFICIALS

Manne Dipico	Regional Chairperson
Godfrey Oliphant	Deputy Chairperson
William Steenkamp	Regional Secretary
Abdul Panker	Deputy Secretary
Dr. Faith Matlopane	Treasurer

ADDITIONAL MEMBERS

Pakes Dikgetsi
Nombulelo Hlithani
Mitta Seperepere
George Mokgoro
P Oliphant
Cassius Nkadimeng
Neville Mompoti
Hunter Mereothle
Morgan Modupu
Reggie Moses
David Kgware
Don Jacobs
Thapelo Sekonyane
Nomvula Hlangwana
P Haai
Dorothy Peters
SS Mongwaketsi
D Van Niekerk
P Gelderbloem

WESTERN TRANSVAAL
(3rd AGM - 27 - 28th November 1993).

REGIONAL OFFICIALS

Rev. Johannes Tselapedi
Zakes Tolo
Solly Bokaba
Moeti Moiloa
Humphrey Phiri

Regional Chairperson
Deputy Chairperson
Regional Secretary
Deputy Secretary
Treasurer

ADDITIONAL MEMBERS

Lekgotla Mataboge
Lizzy Sepoloane
Eric Sefanyetso
Peter Molelekeng
Robert Makgale
Sam Louw
Simon Senna
Duma Ndleleni
Boitumelo Tshwene
Steven Ryder Nkebe
Osbon Nyikana
Satish Roopa
Grace Mpolokeng
Bethuel Xhungu

EASTERN CAPE
(3rd AGM - 10 -12th December 1993)

REGIONAL OFFICIALS

nda Mti
obile Mhlahlo
ugule Nkwinti
ongani Gxilishe
umgce Gawe

Regional Chairperson
Deputy Chairperson
Regional Secretary
Deputy Secretary
Treasurer

ADDITIONAL MEMBERS

enson Fihla
icelo Gqobana
Mike Xego
Mzimasi Mangcotywa
Buyelwa Sonjica
Phil Goduka
Buyiswa Fazzie
Neela Hoosain
Mtiwabo Ndude
Mbuyiselo Ngwenda
Luzipo Maxego
Max Mamase
Hope Malgas
Human
Jerry Elridge

NATAL MIDLANDS

A list of the Natal Midlands Regional Executive Committee had not been forwarded to the Office of the Secretary General at the time of printing.

NWC
Annexure Two :
Code of Conduct

**CODE OF CONDUCT FOR OFFICERS, ELECTED REPRESENTATIVES
AND MEMBERS OF THE AFRICAN NATIONAL CONGRESS**

Introduction

Except where otherwise expressly mentioned, this Code shall apply to all members and employees of the African National Congress. To ensure that members shall have complete confidence in the integrity of our Movement, every member shall respect and adhere to the fundamental principles of ethical and moral conduct and service as identified in the Constitution of the African National Congress adopted in July 1991 and in this Code.

The ANC is an instrument created by the people of South Africa to achieve their goal of a just and democratic South Africa, to build a society in which all our people live together as equals. In fighting for justice in our land, we must ensure that at all times that justice, fairness and equity exist inside our organisation; our members and the people of South Africa must know and feel that justice is not merely an ideal but the fundamental principle that governs all our actions.

Accordingly, we must at all times act justly in our own ranks, observe the rules and practices which enable us to act in a united fashion and establish a system of conduct which is in line with what we envisage for a liberated South Africa-democratic decision-making, answerability of officials and acceptance of decisions arrived at by the appropriate organ.

previous wording:1.3. Accordingly, we must at all times act justly in our own ranks, observe the rules and practices which enables us to act in a united fashion and establish the embryo of a system which we envisage for a liberated South Africa -democratic decision-making, answerability of officials and acceptance of decisions arrived at by the appropriate organ.]

.4. There are ties of solidarity and common purpose and endeavour which bind us. Respect for each other's views presupposes an acceptance of certain basic approaches to debate within our movement -the rejection of personal insult, respect for clearly identified and democratically arrived -at decisions and policies and the non -racist and non-sexist character of our movement.

[Previous version:1.4.

In addition, as the ANC is a movement and not a government, there are ties of solidarity and common purpose and endeavour which bind us. Respect for each other's views presupposes an acceptance of certain basic approaches to debate within our movement - the rejection of personal insult, respect for clearly identified and democratically arrived-at policies and the non-racist and non-sexist character of our movement.]

1.5. The Constitution (Article C6) states that the principles of freedom of speech and free circulation of ideas and information shall operate within the ANC and members have the right (Article 1c) to "offer constructive criticism of any member, official, policy programme or activity of the ANC within its structures".

Members are free to debate their differences within the organisation and to advance new positions which may change or enrich policies. Where a decision has been taken, however, it is the duty of all members to respect these and defend them publicly, where required.

Insofar as the ANC is still in the process of developing policy on any particular topic, members are free to engage in public debate with a view to clarifying and assisting in the resolution of the movement's position.

[A sentence in the previous draft replaced by the part in bold reads: "The best interests of the movement are served by members respecting the need for debate within and not outside the movement."]

1.6. In order to ensure the best interests of the movement, every member should take all necessary steps to understand and carry out the aims, policy and programme of the ANC and explain these to the people. Under our Constitution, members must combat propaganda detrimental to the interests of the ANC and defend the policy aims and programmes of the ANC.

1.7. The substance of our national aims is reflected in Article Ef) of our Constitution which enjoins members to "fight against racism, tribalism, chauvinism, sexism, religious and political intolerance or any other form of discrimination or chauvinism". Members should not countenance any such manifestations within our structures.

3 The ANC recognises the right of members to caucus and mobilise support for positions in the course of debate, the development of policy and the election of office bearers at all levels.

Such a right needs to be balanced against the need to maintain the overall unity of the organisation. The establishment of caucuses as organised and permanent structures may be disruptive of such unity.

In addition, no member may organise any grouping to achieve any particular goal through the circumvention of constitutional structures. Decision making in the ANC must be through its established structures.

Nothing said here is intended to suppress legitimate debate that may enrich the policies and structures of the ANC, even if it may be substantially at variance with any existing policy.

Previous clause, for which the above is a suggested replacement
1.8. No democratic movement can tolerate the existence of any organised grouping, faction or tendency within its structures or ranks. Members must utilise existing avenues for changes in policy and refrain from publishing and/or distributing any material without authorisation which purports to be the view of any such grouping "(Article E1). In addition, members shall not engage in factional activity which goes outside the recognised forms of free debate inside the movement and which threatens its unity.]

Officials

1. All elected officials at branch, regional and national levels and all employees owe a special duty of respect to members. Consistent with the demands of their work, they must be accessible and available to members and must ensure that their behaviour is neither arrogant nor intolerant towards members.

The word arrogant is substituted for officious, although the meaning is not quite the same. The word officious is inaccessible and its meaning meddling, does not seem to fit well in the paragraph]

2. They shall provide an efficient service to members. Correspondence must be replied to as speedily as possible and they shall be accountable for all their acts and omissions to the appropriate organ in the movement.
3. Such officials shall not abuse their office or employment by using their position to obtain material, sexual or other undue advantages from members or others.

2.4 Members shall respect the authority and functions vested in officials under the Constitution and assist them in the fulfilment of their functions.

3. Property

3.1. Members, officials and employees shall recognise that they are trustees of the property which belongs to the movement. They shall recognise also that it is the sacrifice of the members that enables our movement to acquire the property to perform its functions.

3.2. They shall not make unauthorised use of the organisation's property for personal advantage and shall account to the organisation for any such advantage obtained.

3.3. They shall behave honestly in relation to the property of the organisation and shall at all times take appropriate measures to protect and maintain such property.

3.4 They shall not make negligent or careless use of the organisation's property and shall be responsible for any loss incurred through careless or negligent use.

4. Discipline

4.1. Members shall recognise that the best form of discipline is self-discipline, which holds the movement together.

4.2 However, they shall recognise further that the Constitution of the organisation provides for disciplinary proceedings to be taken for proven violations of the Constitution, principles, norms and decisions of the ANC, for any abuse of office, corruption, sexual harassment or misappropriation. [See also **Disciplinary Code**, attached to the conditions of Employment, in **African National Congress, Systems & Procedures Handbook**]

4.3 Proceedings may also be brought against member who behave in any manner that brings the organisation into disrepute or which manifests a flagrant violation of the moral integrity expected of members

4.4. Disciplinary proceedings shall not be brought as a means of solving private problems or as a means of interfering in the private lives of members. Neither should be used as a means of stifling debate or denying members their basic democratic rights (Article Y of the Constitution)

Nothing in the above paragraph should be construed as condoning or allowing any conduct in the private lives of members that contravenes the basic principles of nonracialism and nonsexism. It is within the rights of the organisation to protect any of its members against any form of abuse even if it occurs within the

come

Members of the National Executive Committee

- 5.1. Members of the National Executive Committee, the second highest organ in our movement after the National Conference, owe a special responsibility to the organisation and members. They shall be available at all times to perform tasks as determined by the NEC and the National Working Committee.
- 5.2. All NEC members shall keep the Secretary General or his or her Deputy informed of tasks being carried out by them and shall (unless their duties make it impossible) report to Headquarters or the office in which they are involved on a regular basis.
- 5.3. No NEC member shall leave the country without the authority of the Secretary General or the Deputy. All such applications for foreign travel must be made in a timely fashion and must specify the purpose of the trip, the period of absence and contact points throughout the trip. When the journey is on the official business of the movement, a report shall be submitted to the Secretary General's office.
- 5.4. In the case of NEC members based in regions other than Headquarters, they shall inform the Region to which they are attached concerning the details of their internal travel.
- 5.5. Continued attendance for the full duration of the National Executive Committee and the National Working Committee is obligatory and shall take precedence over any other meeting or commitment. If a member is unable to attend because of any prior arrangement or engagement, he or she shall seek permission for absence from the Secretary General or his or her Deputy.
- 5.6. All members of the National Executive Committee shall be active members of a Branch
- 5.7. The proceedings of the NEC and the National Working Committee and other leading structures are confidential. No NEC member shall convey the contents of the proceedings of meetings to external agencies without express authorization.

Formal statements on behalf of the organisation shall only be made by the national officers or those authorised to do so.

It shall be the duty of NEC members to ensure the safety of all documents in their possession.

5.8. All NEC members shall strictly adhere to the letter and spirit of decisions of the NEC.

5.9. Except in cases of genuine urgency, all requests by regions and other structures for NEC speakers or their participation in conferences and meetings in any of the movement's structures shall be transmitted through the appropriate Headquarter's organ in charge of allocating such speakers.

5.10. NEC members shall periodically keep the Secretary General or his or her Deputy informed, with written reports where necessary, of meetings and assignments carried out with embassies and other officials of governments.

5.11. Departmental heads shall regularly report on the progress of their departments to the NEC and seek guidance on the broad thrust of their work.

6. Disclosure of Interests by members of the National Executive Committee, Regional Executive Committees, candidates for local, regional and national elections and employees of the ANC

6.1 The regulations that follow are meant to mark a break with the debasement and devaluation of ethical standards in public life, established through 45 years of NP rule

In line with the practice of democratic countries, it is necessary to develop rules concerning the disclosure of financial interests and material benefits of leading officials.

The object of such disclosure is not to violate privacy nor to pry into any individual's previous business or other practices. The need is for the establishment of high standards of conduct and remove possible perceptions of any conflict of interests.

6.2. The National Executive Committee shall establish a Committee on the Declaration of Financial Interests which shall maintain a Register of Financial Interests which shall be updated from time to time. The Committee shall draft comprehensive rules for the topics covered here but shall be bound by these provisions.

3. General Disclosure of Financial Interests

Every member of the NEC and the other categories mentioned above shall make a general disclosure of financial interests which shall be entered in the Register. Such a statement shall cover (i) the name of employer or whether self-employed (ii) salary or income (iii) real property interests (iv) pensions (v) directorships and consultancies (vi) personal economic interests i.e. ownership or interest in stocks, shares, bonds or any business.

6.4. Directorship and Consultancies

Every person in the above categories shall register any directorships or consultancies with the Committee. In addition, if any member in these categories is offered a directorship of any company in future, such an invitation shall be reported to the Committee, which may recommend whether or not the acceptance of such a directorship is in the best interests of the organisation.

6.5. The obligation to report arises regardless of whether the directorship is paid or unpaid or whether it is a state, para-statal or private company.

6.6 Gifts

In order to avoid any outside body or individual from exercising any undue influence or the perception that that may be the case, it is necessary to develop a system of recording and control of gifts made to individuals in the organisation. The regulations are not concerned with family matters, but relate purely to gifts, as defined below, which are given to an individual by virtue of the position that he or she holds in the organisation.

For the purpose of this Code of Conduct, a gift refers, *inter alia*, to:

- (i) Any item of value supplied free of charge or at a reduced rate to the organisation for the use of an individual;
- (ii) Any item of value given to an individual official or person in the categories identified above;
- (iii) Any form of subsidisation of the ordinary expenses of an individual official or category of persons identified above, for example, the payment of rent, purchase of flats or houses, provision of clothing, meeting the expenses incurred by members of the individual's family (which would otherwise be borne by that individual official of the organisation) such as payment of school fees.

provision of leisure facilities, holidays, overseas travel, etc.;

6.7. Any member in the above categories who is offered or receives a gift over the value of R100 shall immediately report it to the Committee on Financial Interests. The Committee shall make recommendations to the National Working Committee as to whether the receipt of any such gift is in the best interests of the organisation. The details concerning the gift shall be recorded in the Register maintained by the committee.

7. **Payment for Activities carried out on behalf of the Organisation**

Any payment received in cash or kind, above the value of R100, for services rendered as a representative of the ANC, such as speaking as a member or employee of the organisation, shall be reported to the Committee and handed over to the organisation. This provision shall not apply to the payment of travel and accommodation expenses incurred by and paid for by the individuals in the course of their work.

8. **Register of Interests**

The Committee on Financial Interests shall periodically update the register by seeking and obtaining the necessary information from the individuals concerned. Such an updating shall occur after a period of three months following the drawing up of the initial Register and every six months thereafter. In the case of election candidates, the Register shall be reviewed once the candidates have been chosen. The Register shall be open for inspection by any member of the National Executive Committee who shall have reasonable access to the Register.

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NWC
Annexure Three :
Motor Vehicle
Scheme

MOTOR
VEHICLE
SCHEME

AFRICAN NATIONAL CONGRESS

MOTOR VEHICLE SCHEME (Second Draft)

1. INTRODUCTION

This document sets out in some detail a motor vehicle scheme for the African National Congress which makes provision for:-

- a motor vehicle scheme and
- a motor vehicle control system

The number of vehicles owned by the ANC has increased over the past two years and consequently there has been an escalation in the expenses regarding acquisition of the vehicles, and maintenance thereof. There has also been an alarming increase in the reckless handling of motor vehicles. A motor vehicle scheme is therefore necessary to address these problems.

2. MOTOR VEHICLE OWNERSHIP SCHEME

2.1. Objectives of Motor Vehicle Scheme Ownership Scheme

2.1.1 To enable eligible Staff Members to own Vehicles

The motor vehicle scheme will enable eligible staff members whose duties require them to travel regularly to own the vehicles that have been allocated to them through a subsidy system financed by the ANC.

2.1.2 To Reduce Costs Related to Vehicles

It is hoped that through this scheme we would be able to reduce the excessive costs the ANC incurs on the 252 vehicles it currently owns.

2.1.3 Making more Resources available

Through the motor vehicle ownership scheme more resources can be unlocked and spread around to enable the work of the movement to be done more effectively.

2.2 **The Vehicle Ownership Scheme**

The motor vehicle ownership scheme will be based on a subsidy paid by the ANC to the benefit of the participating staff member. There will be two motor vehicle ownership schemes:-

For Staff at National level and the other for Regional Staff

2.2.1 **The Subsidy System**

National Staff - The subsidy will be 40% for national staff members.

Regional Staff - The subsidy would be 50% for staff at regional level

The ANC will pay the full purchase cost (including taxes and interest) of the vehicle but charge 60% for national and 50 % for regional staff of the purchase price to the personal account of the respective staff member.

The amount will be considered an interest free loan to be repaid by salary deductions over a period of three years.

Example:

a vehicle which cost R45 000 would entail a loan repayments as follows:

National Staff

- Price of vehicle R45 000
- Loan for vehicle R27 000
- Subsidy for vehicle 40%
- Payments over three years = R750.00 per month

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Regional Staff

Price of vehicle R45 000
Loan for vehicle R22 500
Subsidy for vehicle 50%
Payments over three years = R625.00
per month

2.2.2 Eligibility for Participation

Only those staff members whose work requires them to travel will be eligible to participate in the Motor Vehicle Ownership Scheme. The following staff members will therefore be eligible to participate in the scheme.

2.2.2.1 National Level

Head of Department
Deputy Head of Department
Organisers

2.2.2.2 Regional Level

Full time REC members
Organisers
Heads of Departments

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2.2.2.3

Staff members who are exempted from participating in the scheme

2.2.2.3.1

Those exempted by virtue of the positions they hold

Vehicles allocated to the following shall be exempted.

- President
Deputy President
National Chairperson
Secretary General
Deputy Secretary General
Treasurer General
- Pool Drivers
- Security Drivers
- MHQ Drivers
- Vehicles used at ANC
Missions Abroad

The ownership of these vehicles would remain with the ANC.

2.2.2.3.2.

Those who are eligible but chose not to participate in scheme

Those staff members whose jobs require them to travel but decline to participate in the ownership scheme will be required to pay some consideration towards the usage of the vehicles. It is assumed that the vehicles allocated to them are used for work and personal purposes. As all vehicles depreciate in value each year at the rate of 33.3% of the value. Those who choose not to participate in the scheme will be required to cover some of the costs of the depreciation to

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the value of 25% over 36 months. On a vehicle costing R45 000 the 25% depreciation would amount to R11 500 and over 36 months the repayments would be R312.00 per month.

2.2.2.4 Type of vehicles

Only vehicles with an engine capacity not exceeding 1600 cc will be purchased.

2.2.2.5 Registration

Vehicles will be registered in the name of the ANC. Change of ownership thereof will only take place once the full repayment of the loan is completed.

2.2.2.6 Insurance

All motor vehicles will be comprehensively insured by the ANC.

2.2.2.7 Annual Licensing Fees

The participating staff member will be responsible for the annual licensing fees payable to the Municipality licensing authority.

2.2.2.8 Maintenance

The proper maintenance of the vehicle shall be the responsibility of the staff member who will be expected to keep the car in good running order. Maintenance costs will be defrayed by the ANC. Repairs and cost of needed spare parts will also be paid by the ANC. Any maintenance cost exceeding R3 000 a year will be to the account of the staff member and shall be deducted from the staff members salary.

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2.2.2.9 Accidents

In the event of a motor vehicle accident the staff member shall be liable to pay the excess amount required by insurers irrespective of whether they are to blame for the accident or not.

The staff member shall be responsible to ensure that a report is made to the SAP within twenty four hours and that a completed insurance claim form is forwarded to the insurers as well as to the Transport Department within a three days. Failure to do this shall lead to disciplinary action.

2.2.2.10 Fuel Expenses

Each participating staff member shall pay an amount of money to be determined by the National Working Committee towards fuel expenses. At this stage the National Working Committee recommends that each participating staff member pays 30% of the total fuel costs they spend on the vehicle on a monthly basis.

2.2.2.11 Traffic Fines

All fines for traffic violations shall be paid by the participating staff member irrespective of who was driving the vehicle at the time of the violation. If the ANC as legal owner of the vehicle should be compelled to pay such a fine the amount paid will be deducted from the participating staff member's salary with a penalty of 25% of the fine.

2.2.2.12 Compulsory withdrawal from Scheme

The ANC shall repossess the vehicle and terminate the staff member's participation from the scheme if it is evident that he/she is incapable or unsuitable for driving safely or otherwise he/she fails, neglects or refuses to keep the vehicle in proper working condition. The staff member whose participation has

been withdrawn for the scheme will be entitled to be refunded 50% of the loan repayments they would have made.

2.2.2.13 Voluntary Withdrawal from Scheme

When a participating staff member resigns, is transferred abroad or leaves for other reasons, he/she will have the option of paying the total remaining loan amount in one lump sum and get the vehicle registered in his/her name or to hand the vehicle back to the ANC and be refunded 65% of the loan repayments made.

The normal withdrawal from the motor vehicle ownership scheme will be when the agreement expires after three years when the full loan amount has been repaid. The ANC will then immediately transfer the legal ownership of the vehicle to the staff member, who thereafter shall have to take full responsibility for all costs of the vehicle.

2.2.2.14 Legal Agreement

Every participating staff member shall be required to sign an agreement between the ANC and themselves which will set out the full details of the scheme.

2.2.2.15

Transitional Arrangements towards
effecting ownership

The existing vehicles that will be offered to eligible staff were purchased at different times during the years 1990 - 1993. The ANC has adopted a policy of depreciation by 33.3% a year. This will mean that vehicles entering into the scheme in 1993 will do so with a reduced value as listed below. N.B. vehicles purchased in 1990 have been depreciated at the rate of 25% a year.

- Any vehicle purchased in 1993 will retain its full purchase value = 100%
- Any vehicle purchased in 1992 will be valued at 75% of its purchase value.
- Any vehicle purchased in 1991 will be valued at 50% of its purchase value.
- Any vehicle purchased in 1990 or earlier will be valued at 25% of its purchase value.

The depreciated price of the vehicle will be charged to the personal account of the concerned staff member and considered a loan to be repaid as follows:

- Installments over a period of 36 months for a 1993 vehicle
- Installments over a period of 24 months for a 1992 vehicle
- Installments over a period of 12 months for a 1991 vehicle
- Installments of over a period of 12 months for a 1990 vehicle

Example 1 - (For Regional Staff)

A vehicle purchased in 1992 at a price of R40 000 has been depreciated to R30 000. The staff member will be granted a loan of R15 000 to be repaid by R625 a month for twenty four months.

Example 2 - (For National Staff)

A vehicle purchased in 1990 at a price of R30 000 has been depreciated to R7 500. The staff member will be granted a loan of R4 500 to be repaid by R375 a month during twelve months.

3. MOTOR VEHICLE CONTROL SYSTEM

3.1 Objectives of the Motor Vehicle Control System

3.1.1 To ensure that the property of the movement is properly looked after and accounted for.

3.1.2 To enhance the responsibility and accountability of the staff members over the property of the movement.

3.1.3 To ensure that costs related to motor vehicles are reduced.

3.2. Drivers Licences

Any vehicle must only be driven by licenced drivers who must obtain an advanced drivers licence certificate in addition to the valid ordinary drivers licence.

3.3 Log Books

All ANC owned vehicles must be provided with a log book in which important technical information about the vehicle shall be noted.

Any driver of a vehicle shall record in the log book all travels (destination, meter reading at start and end of trip, number of kilometers driven and signature). Petrol refills, repairs, oil change etc. according to instructions printed in the book.

Staff members participating in the Motor Vehicle Ownership Scheme do not need to record their travels.

3.4 Fuel

Transport Department will arrange for a system of purchasing fuel.

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3.5 Traffic Fines

All fines for traffic violations shall be paid by the actual driver of the vehicle at the time of the violation. Should the ANC, as the legal owner of the vehicle be compelled to pay such a fine the affected staff member will be expected to pay the fine together with a 25% penalty.

3.6 Accidents

Any traffic accidents if not minor involving an ANC owned car shall be reported immediately to the police and to the insurance company. A detailed report should be presented to the Transport Department.

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